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Manitoba

Annual Report 1990 - 91

Women's Directorate

Includes 10% post-consumer waste

Minister responsible for
the Status of Women

Room 357
Legislative Building
Winnipeg, Manitoba, CANADA
R3C 0V8

The Honourable George Johnson
Lieutenant-Governor of Manitoba
Room 235 Legislative Building
Winnipeg, Manitoba
R3C 0V8

May It Please Your Honour:

I have the privilege of presenting for the information of Your Honour the Annual Report of the Manitoba Women's Directorate for the fiscal year ending March 31, 1991.

Respectfully submitted,

Bonnie Mitchelson

Bonnie Mitchelson
Minister responsible for
the Status of Women

Manitoba

Manitoba Women's Directorate

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The Honourable Bonnie Mitchelson
Minister responsible for
the Status of Women
118 Legislative Building
Winnipeg, Manitoba
R3C 0V8

Madam:

I have the privilege of presenting to you the Annual Report of the Manitoba Women's Directorate, covering the fiscal year ending March 31, 1991.

In order to accurately reflect the Estimates Supplement of the Province of Manitoba, the financial statement of the Manitoba Advisory Council on the Status of Women has been included in this document. The Advisory Council, an arm's length organization, submits a separate annual report as required by their legislation.

The Women's Directorate participated in a number of important initiatives this year.

The recently established Outreach offices in Portage la Prairie, Winnipeg and The Pas provided information, referral and resource assistance to individual women and women's organizations throughout Manitoba.

The Women's Directorate facilitated consultation with, and input by, women's groups to both the Aboriginal Justice Inquiry and the Domestic Violence Review.

Directorate staff co-ordinated and published an updated government response to the Women's Initiative Consultations, entitled Action Plan Phase II.

The Directorate conducted consultations with women in a number of areas around the province on the topics of: Women and Well-Being and Women and the Economy. Support and assistance was also provided by staff for community-initiated events such as Business Women's Week, the Farm Women's Conference and the highly successful milk carton campaign focussing attention on violence against women.

The initiatives and accomplishments outlined in this Annual Report reflect our continued commitment to the women of Manitoba.

Respectfully submitted,

Theresa Harvey
Assistant Deputy Minister

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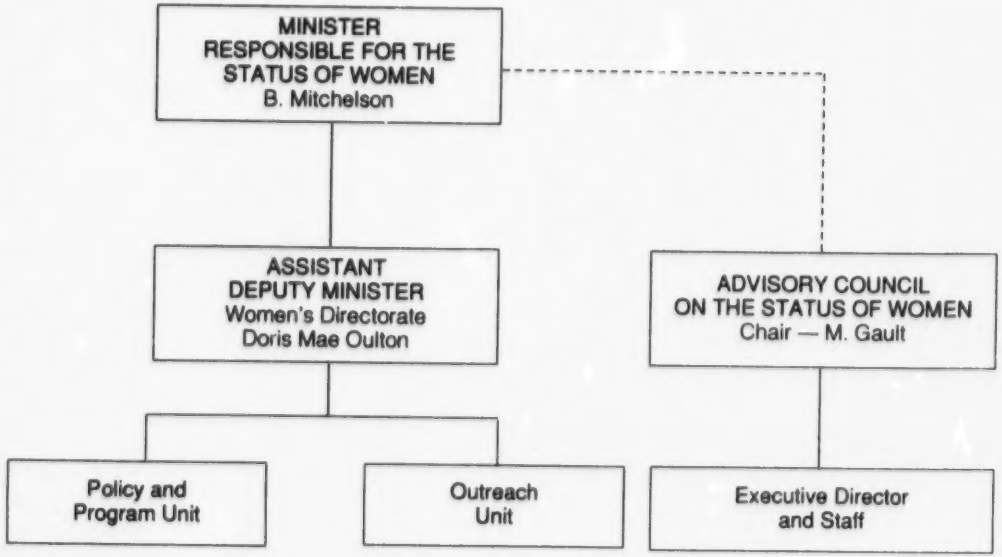
Organization Chart — Manitoba Status of Women

As at March 31, 1991



Introduction

The Annual Report for the Manitoba Women's Directorate has been organized in accordance with the departmental appropriation structure which reflects the department's budget approved by the Legislative Assembly for the fiscal year ending March 31, 1991. This report includes information at the sub-appropriation level and provides a five-year historical comparison table.

Manitoba's Status of Women Ministry has two components: the Manitoba Women's Directorate and the Advisory Council on the Status of Women. The Advisory Council on the Status of Women is an independent, arms-length government-funded organization established by *The Advisory Council on the Status of Women Act*. The Chairperson and up to sixteen members of Council are appointed by the government. Appointments represent various geographic, multicultural and socio-economic sectors of Manitoba. The Advisory Council publishes its own Annual Report which is presented by the Minister responsible for the Status of Women and tabled separately in the Legislature. However, their financial statement has been included in this document to reflect the Estimates Supplement of the Province of Manitoba.

Role and Mission of the Manitoba Women's Directorate

The Manitoba Women's Directorate works to influence government decision-making through research support, policy development and evaluation of government programs, policies, and legislation in order to promote women's equal participation in our society and the workplace. Initiatives and policy recommendations put forward by the Women's Directorate reflect the concerns and priorities of the women of Manitoba from economic, political, societal and legal perspectives.

The Directorate accomplishes its mission by advising and assisting the Minister responsible for the Status of Women. It interacts with government departments and agencies, crown corporations, the private sector, and the community to raise awareness, enhance services and increase opportunities for women. Through its Outreach offices, the Manitoba Women's Directorate also offers resource, liaison and consulting services to women throughout Manitoba.

Major Initiatives

Policy Analysis and Development

The Directorate continued to monitor the progress of government departments in support of the Policy of the Government of Manitoba on the Status of Women and accompanying Action Plan, released in March, 1990. As Chair of the Interdepartmental Committee on the Status of Women, the Directorate co-ordinated the development of Action Plan Phase II, which documented departmental accomplishments and identified new initiatives being formulated.

Through its involvement on various other Interdepartmental Committees, the Directorate kept itself informed of all major departmental initiatives to ensure that women's perspective was reflected in new government policies and programs. Such committee participation also served as a means of identifying emerging issues requiring future government action.

The Directorate continued to make its facilities available to not-for-profit women's organizations to facilitate project planning or as a site for regular monthly meetings. Further, when appropriate, staff provided resource and administrative assistance with ventures such as conference planning, seminar and workshop development. The general public was also provided with information and referral services on a request basis.

At the national level, Manitoba continued to be a leader in the development of strategies designed to achieve equality for women. The Honourable Gerrie Hammond, then Minister, at the 1990 meeting of Ministers responsible for the Status of Women expressed her concern about the national justice system and its ability to understand and reflect the needs of women. This concern was echoed by all federal/provincial/territorial Ministers responsible and a plan was proposed to study Gender Equality in the Justice System. Subsequently, Attorneys General made the decision to undertake a similar project and Status of Women Ministers opted, instead, to support that initiative with Manitoba acting as lead representing Status of Women.

Another notable example of the Directorate's involvement in federal/provincial activities was our participation in a joint Working Group of Status of Women and Education officials addressing education issues critical to girls and women. Two primary topics were: stay-in-school initiatives; and strategies to keep young women in science and math in order to maximize their future range of career choices. A major objective of the Working Group was to pave the way for a National Joint Meeting of Education Ministers and Ministers responsible for the Status of Women. The Manitoba Women's Directorate sought to raise awareness among Canadian educators of their role in helping to reduce the incidence of violence, a growing national problem. Toward this end, the Directorate conceived and initiated the compilation of a national listing of violence prevention materials currently used in Canadian schools to be made available as a resource to educators. This initiative was adopted by Ministers responsible and each jurisdiction agreed to participate.

Outreach Offices

In 1989, the Government of Manitoba, in response to the Women's Initiative, announced the establishment of outreach offices in Portage la Prairie, The Pas and Winnipeg. The offices opened, officially, in 1990 and this Annual Report reflects their first full year of operation.

Outreach staff provided referral and consulting services to individuals and groups in the community in the areas of training, development, identification of funding sources and the provision of information on issues of concern. Outreach staff provide this shared function on behalf of both the Manitoba Women's Directorate and the Manitoba Seniors Directorate.

In addition, the Outreach offices provided the primary vehicle for community liaison and dialogue ensuring that the Directorate remained aware of, and responsive to, issues of concern to women throughout the province.

Noteworthy Activities

- Chaired a Steering Committee which developed terms of reference for, and reviewed findings of, an externally conducted audit of civil service hiring practices;
- Participated as a member of the Family Violence Court Implementation Committee;
- Participated on an Interdepartmental Committee examining the issue: Women and AIDS;
- Participated as a member of the Focus on Education for Women (FEW) Committee, identifying learning opportunities for girls and women;
- Co-chaired "Manitoba Women in Government", an unchartered organization for civil servants, which evolved from an initiative originally conceived by the Directorate;
- Organized a highly successful conference for Manitoba women "Make it Happen" in June 1990, hosted by the Premier;
- Organized a number of consultation meetings with the women of Manitoba, in February and March of 1991, to enable the Minister responsible for the Status of Women to hear their concerns and priorities;

- Co-ordinated the consultation with northern women with respect to the Domestic Violence Review (The Pedlar Review);
- Co-ordinated the consultation between northern women and the "War on Drugs" Task Force - The Pas;
- Co-ordinated and facilitated an AIDS Conference in The Pas;
- Co-ordinated and facilitated Women's World Finance seminars in Brandon, Flin Flon and Thompson.
- Co-chaired and facilitated the Women - Midlife and Beyond - Council on Aging Conference;
- Facilitated a community conference in the Interlake region to obtain a consensus on a regional response to family violence;
- Provided consultation assistance to community groups, to facilitate planning and organizing various conferences and workshops related to women's economic development such as: co-sponsorship of a workshop on Women Inventors; membership and chair of the Women Business Week Committee, membership on the planning committee of the Farm Women's Conference;
- Presented a series of lectures at the University of Manitoba on Aboriginal Women and the Canadian Economy;
- Developed and delivered training programs to sensitize provincial judiciary respecting Gender Neutral Language;
- As member of the curriculum board, University of Manitoba, developed an accredited course for training crisis counsellors;
- Developed and presented training sessions for shelter counsellors on topics related to counselling and administration;
- Developed and presented workshops at the Portage la Prairie Correctional Centre for women completing a course on drug and alcohol addiction.

Status of Women

Expenditure Summary

for fiscal year ended March 31, 1991
with comparative figures for the previous fiscal year.

Estimate 1990/91	Appropriation	Actual 1990/91	Actual 1989/90	Increase (Decrease)	Expl. No.
	22-1a Advisory Council on the Status of Women				
$ 152,900	Salaries	$ 142,900	$ 137,200	$ 5,700	
116,900	Other Expenditures	111,400	126,500	(15,100)	
	22-1b Women's Directorate				
$ 435,300	Salaries	$ 426,300	$ 424,000	$ 2,300	
252,900	Other Expenditures	227,500	81,400	146,100	1
$ 958,0000	Total 22-1	$ 908,100	$ 769,100	$ 139,000	

Explanation Notes:

1. *Reflects non-recurring initiatives such as -"Make it Happen" Conference, Community Access Enhancement, Enhanced Partnership and the establishment of outreach offices.*

Reconciliation Statement

DETAILS	1990/91 ESTIMATES
1990/91 MAIN ESTIMATES	$ 958,000
ALLOCATION OF FUNDS FROM:	—
1990/91 ESTIMATE	$ 958,000

22-1(a) Advisory Council on the Status of Women

Expenditures by Sub-Appropriation	Actual 1990/91 $	Estimate 1990/91 SY	Estimate 1990/91 $	Variance Over(Under)	Expl. No.
TOTAL SALARIES	142,900	4.00	152,900	(10,000)	—
TOTAL OTHER EXPENDITURES	111,400	.	116,900	(5,500)	—

22-1(b) Women's Directorate

Expenditures by Sub-Appropriation	Actual 1990/91 $	Estimate 1990/91 SY	Estimate 1990/91 $	Variance Over(Under)	Expl. No.
TOTAL SALARIES	426,300	11.00	435,300	(9,000)	—
TOTAL OTHER EXPENDITURES	227,500	.	252,900	(25,400)	—

Status of Women

Five Year Expenditure and Staffing Summary by Appropriation ($000)

for years ending March 31, 1987 — March 31, 1991

Appropriation		Actual Expenditures ($000) 1986-87 SY	1986-87 $	1987-88 SY	1987-88 $	1988-89 SY	1988-89 $	1989-90 SY	1989-90 $	1990-91 SY	1990-91 $
22-1	(a) Advisory Council on the Status of Women	4.00	228.4	4.00	229.4	4.00	256.8	4.00	263.7	4.00	254.3
	(b) Women's Directorate	10.26	340.3	9.26	376.5	11.00	444.6	11.00	505.4	11.00	653.8
TOTAL		14.26	569.2	13.26	605.9	15.00	701.4	15.00	769.1	15.00	908.1

Appendix

Manitoba Women's Directorate Publication List

1. ANNIVERSARY ISSUE OF ABOUT WOMEN
2. FACTS ABOUT WOMEN
   - Affirmative Action
   - Day Care
   - Family Law
   - Human Rights
   - The Labour Force
   - Job Sharing
   - Aboriginal Women
   - Non-Traditional Jobs
   - Pay Equity
   - Pensions
   - Women with Disabilities
3. OF INTEREST TO WOMEN
4. WOMEN'S INITIATIVE
5. GOVERNMENT POLICY ON THE STATUS OF WOMEN
6. AN ACTION PLAN IN RESPONSE TO THE GOVERNMENT POLICY ON THE STATUS OF WOMEN IN MANITOBA - PHASE II
7. THE ELECTED 11 poster
8. ENGENDERING CHANGE posters - series of 4